



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY DENTAL COMMAND
2050 WORTH ROAD
FORT SAM HOUSTON, TEXAS 78234-6000

REPLY TO
ATTENTION OF

MCDS

18 March 2004

MEMORANDUM FOR All U.S. Army Dental Command Personnel

SUBJECT: U.S. Army Dental Command (DENCOM) Policy Letter 04-03,
Sexual Harassment

1. REFERENCES:

a. AR 600-20, Army Command Policy.

b. MCCG-EO (600-20), Commanding General's Policy on Sexual Harassment, 31 October 2000.

2. SCOPE: This policy applies to all personnel assigned to or working for the DENCOM.

3. POLICY:

a. The policy of the United States Army and the DENCOM is that sexual harassment is unacceptable and will not be tolerated.

b. Sexual harassment is a form of sex discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that:

(1) Is made a term or condition of a person's job, career, or salary, or

(2) Is used as a basis for career or employment decisions affecting a person, or

(3) Interferes with the performance of a soldier or civilian of America's Army, or

(4) Creates an intimidating, hostile, or offensive working environment.

c. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a soldier or civilian employee is engaging in sexual harassment. Similarly, any soldier or civilian employee who makes deliberate or repeated unwelcome verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.

MCDS

SUBJECT: U.S. Army Dental Command (DENCOM) Policy Letter 04-03,
Sexual Harassment


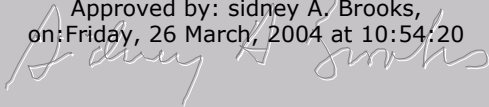
d. We must have a work environment that is free from the threat of discrimination or exploitation of an individual. Our soldiers and civilians must be able to report incidences of sexual harassment and feel confident that a reported incident will be quickly and properly investigated.

e. All DENCOM military and civilian personnel will receive documented semi-annual training on sexual harassment that addresses:

- (1) The definition of sexual harassment.
- (2) Responsibilities in prevention of sexual harassment.
- (3) Mechanisms to report sexual harassment.

f. The personal involvement of all military and civilian personnel of the Army Dental Care System is expected to ensure the full implementation of Army policy on the prevention of sexual harassment. Leaders at all levels of the DENCOM must take both preventive and corrective actions to eliminate sexual harassment.

g. This policy statement will be posted on all official bulletin boards.

Signature Authenticated by ApproveIt, 
Approved by: sidney A. Brooks,
on: Friday, 26 March, 2004 at 10:54:20


SIDNEY A. BROOKS
Colonel, Dental Corps
Commanding